

# What can we do?

## Strategies for succession planning

Task	Some questions to ask	Example	What can we do?
Invest in young people	How has our governance set up our organisation for our successors?	<p>A trust employs young people as trainees and develops their skills in various ways, including through mentoring by Elders and connecting them with their culture. Their human resources governance committee has a program for succession planning that involves developing members' skills until they are able to assume senior roles within the organisation.</p> <p>Another association investing in its youth has a youth education fund that assists students who wish to further their education (secondary and/or tertiary) away from the community.</p>	

Develop your younger members' skills	How are we preparing our young people for larger roles in our governance later in life?	An organisation has established an Indigenous youth council, which helps young people develop leadership and role model qualities, and gives them the opportunity to attend training, workshops, forums and conferences. Members develop skills through organising community events, representing the Aboriginal and Torres Strait Islander youth, and attending training camps.	
Let younger members learn from older members	What do our governance's older members have to offer our younger members?	An organisation believes developing the careers of young artists is an essential part of its strategy to sustain and self-fund its arts centre. Younger artists travel with senior artists to exhibition openings in capital cities, giving them insight into the art industry and confidence to speak about their paintings and the corporation.	
Encourage young women in governance	What can we do to improve the representation of young women in our governance?	Another corporation runs a young women's leadership program that assists and mentors young Aboriginal and Torres Strait Islander women in the community to help them reach their full potential.	